

SAUDI VISION 2030

Vision 2030 Goal	Strategic Alignment	2024 Progress	2025 Ambitions
<p>A Vibrant Society</p> <p>To achieve true happiness and fulfilment for all citizens and residents, we are prioritizing physical, psychological, and social well-being, which is why the heart of our vision is creating a society where everyone enjoys a high quality of life, a healthy lifestyle, and an attractive living environment.</p> 	<ul style="list-style-type: none"> We are committed to supporting our employees and the local communities where we operate, through our hiring and development practices, as well as our support for community groups, educational institutions, humanitarian and charitable organizations. By supporting local communities and contributing to social progress, Arabian Drilling helps foster a sense of national pride and responsibility. This engagement is crucial for building an ambitious nation where citizens are actively involved in the country's development. We are proud to support "Made in Saudi" and have chosen our projects, training, and initiatives with the local community and Saudi Vision 2030 top of mind. 	<ul style="list-style-type: none"> Breast Cancer Awareness Campaign. Free health screening for employees. Conducting an internal survey to support employees who are facing unique challenges with children who have special mental needs, such as autism and down syndrome. Sponsoring sports events (Al Sharqiyah International Race in Al Khobar, internal volleyball tournament, etc.) Round table discussion with the female employees on International Women's Day. The session provided a platform for open dialogue, highlighting the importance of fostering an inclusive and supportive environment, where diverse perspectives and experiences are shared, celebrated, and valued. 	<ul style="list-style-type: none"> Strengthen community outreach initiatives by supporting local communities, educational institutions, and humanitarian organizations in alignment with Vision 2030. Enhance employee well-being by promoting a healthy lifestyle, mental health awareness, and a work-life balance. Foster diversity and inclusion by creating an environment that values and supports employees from all backgrounds. Provide additional support and resources for employees balancing unique personal challenges. Promote national pride and economic development by aligning projects and initiatives with the "Made in Saudi" program. Encourage employee engagement and teamwork through activities and events that promote physical and social well-being.

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<p>A Thriving Economy</p> <p>We are building a culture that values determination and provides rewarding opportunities for growth while also creating diverse job opportunities for Saudis, while attracting the best global talent.</p> 	<p>Arabian Drilling has been recognized for its efforts in Saudization, which involves increasing the employment of Saudi nationals in the workforce. We received the IKTVA Excellence Award for "The Best Saudization (Services)", which aligns with our commitment to the Vision 2030 goal of creating more job opportunities for Saudis and reducing unemployment.</p> <p>We take pride in supporting training and development of young Saudi talent through initiatives, such as:</p> <ul style="list-style-type: none"> Saudi Arabia Drilling Academy (SADA) which provides young Saudis with comprehensive training experiences that combine theoretical classroom knowledge and practical on-the-job training, preparing them for crucial roles on the rig site. Arabian Drilling Learning Academy (ADLA). Our new training facility, including state-of-the-art drilling and crane simulators. Arabian Drilling supports and sponsors Saudi Polytechnic. 	<ul style="list-style-type: none"> Arabian Drilling is the proud sponsor of 75 trainee students at SADA. Since the opening of the new ADLA facility in late 2023, it has been a vibrant knowledge center. We have seen approximately 23,000 trainees attend 120,000 manhours over more than 1,100 technical, safety, and self-development training courses Arabian Drilling contributed to the recruitment of Saudi young talent by participating in the job fair at the King Fahd University of Petroleum and Minerals (KFUPM) and Asharqia Chamber of Commerce in October 2024. 	<p>Engage employees at all levels:</p> <ul style="list-style-type: none"> Drive culture change from every level of the organization. This ensures that the change is comprehensive and not just a top-down mandate. Encourage employees to participate in shaping the new culture. This can be done through workshops, feedback sessions, and collaborative projects. 



Arabian Drilling aligns its strategic focus and operations with the objectives of Saudi Vision 2030, emphasizing community engagement, economic growth, and governance. Through initiatives that enhance social well-being, support workforce development, and maintain transparency, Arabian Drilling contributes to Saudi Arabia's goal of becoming a sustainable and competitive nation.



SAUDI VISION 2030 (continued)

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<p>An Ambitious Nation</p> <p>We are building a country that is effectively governed, transparent, and accountable, encouraging all of society - citizens, businesses, and non-profit organizations - to take the lead in identifying and pursuing opportunities to advance our collective future.</p> 	<p>Arabian Drilling is committed to effective governance, accountability, and transparency through several key practices:</p> <p>Corporate governance framework: Arabian Drilling believes that good corporate governance is fundamental to our long-term growth and sustainability. We place a strong emphasis on ethical business conduct and adherence to best practices.</p> <p>Board of Directors: The Board of Directors at Arabian Drilling consists of 9 members who oversee the Company's strategic direction and ensure that Management acts in the best interests of shareholders and stakeholders.</p> <p>Committees and charters: We have established various committees, including the Audit Committee, Nomination and Remuneration Committee, and Executive Committee. Each committee operates under a specific charter that outlines its responsibilities and governance practices.</p> <p>Transparency with investors: Arabian Drilling is committed to maintaining high standards of transparency with both retail and institutional investors. This includes regular communication and disclosure of financial and operational performance.</p> <p>Conflict of interest and business ethics policy: We have a comprehensive Conflict of Interest and Business Ethics Policy to ensure that all employees and Directors act with integrity and avoid situations that could lead to conflicts of interest.</p> <p>Code of Conduct: We have a Code of Conduct that sets out the ethical standards and expectations for all employees. This code helps to foster a culture of accountability and ethical behavior throughout the organization.</p>	<p>Arabian Drilling is committed to maintaining high standards of corporate governance and transparency, particularly through our Investor Relations (IR) function. In 2024, we expanded our Sell Side Analyst coverage from 9 at the end of 2023 to 14 by year end 2024. This extensive coverage ensures that Arabian Drilling is effectively governed, transparent, and accountable.</p> <p>In December, Arabian Drilling was recognized by MEIRA for being one of the leading corporate's for Investor Relations in Saudi Arabia.</p> <p>Transparency and communication: Arabian Drilling ensures constant transparency with both retail and institutional investors. This includes regular updates on financial performance, operational activities, and strategic initiatives.</p> <p>Financial reporting: We provide detailed financial statements and reports, which are accessible to investors. These documents include quarterly and annual reports, earnings releases, and other relevant financial information.</p> <p>Investor engagement: Arabian Drilling actively engages with investors through various channels, including earnings calls, investor meetings, and roadshows. This engagement helps to build trust and maintain open lines of communication with the investment community.</p> <p>Corporate governance: We adhere to the highest standards of corporate governance. This includes having a robust governance framework, a well-structured Board of Directors, and various committees that oversee different aspects of our operations.</p> <p>Shareholder services: We offer services such as share price alerts, financial calendar events, and email notifications to keep shareholders informed about important developments and changes in share prices.</p>	<p>Foster open communication:</p> <ul style="list-style-type: none"> • Create channels for open and honest feedback. This helps identify areas for improvement and ensures that investors feel heard and valued. • Keep everyone informed about the Company's recent development and trajectory growth. Transparency and well-informed investors and shareholders base results on increased trust and loyalty.

